

P-1 XC 37.5 Hour Pay Plan Effective 06/30/2023

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	1	Annual	\$29,227.00	\$29,946.00	\$30,654.00	\$31,365.00	\$32,076.00	\$32,792.00	\$33,503.00	\$34,418.00	\$35,344.00	\$36,293.00	\$37,264.00
		Bi-Wk	\$1,119.81	\$1,147.36	\$1,174.49	\$1,201.73	\$1,228.97	\$1,256.40	\$1,283.64	\$1,318.70	\$1,354.18	\$1,390.54	\$1,427.74
		Daily	\$111.99	\$114.74	\$117.45	\$120.18	\$122.90	\$125.64	\$128.37	\$131.87	\$135.42	\$139.06	\$142.78
		Hourly	\$14.94	\$15.30	\$15.66	\$16.03	\$16.39	\$16.76	\$17.12	\$17.59	\$18.06	\$18.55	\$19.04
XC	2	Annual	\$30,654.00	\$31,365.00	\$32,076.00	\$32,792.00	\$33,503.00	\$34,213.00	\$34,919.00	\$35,881.00	\$36,839.00	\$37,823.00	\$38,834.00
		Bi-Wk	\$1,174.49	\$1,201.73	\$1,228.97	\$1,256.40	\$1,283.64	\$1,310.85	\$1,337.90	\$1,374.76	\$1,411.46	\$1,449.16	\$1,487.90
		Daily	\$117.45	\$120.18	\$122.90	\$125.64	\$128.37	\$131.09	\$133.79	\$137.48	\$141.15	\$144.92	\$148.79
		Hourly	\$15.66	\$16.03	\$16.39	\$16.76	\$17.12	\$17.48	\$17.84	\$18.34	\$18.82	\$19.33	\$19.84
XC	3	Annual	\$31,365.00	\$32,076.00	\$32,792.00	\$33,503.00	\$34,213.00	\$34,919.00	\$35,631.00	\$36,615.00	\$37,592.00	\$38,591.00	\$39,621.00
		Bi-Wk	\$1,201.73	\$1,228.97	\$1,256.40	\$1,283.64	\$1,310.85	\$1,337.90	\$1,365.18	\$1,402.88	\$1,440.31	\$1,478.59	\$1,518.05
		Daily	\$120.18	\$122.90	\$125.64	\$128.37	\$131.09	\$133.79	\$136.52	\$140.29	\$144.04	\$147.86	\$151.81
		Hourly	\$16.03	\$16.39	\$16.76	\$17.12	\$17.48	\$17.84	\$18.21	\$18.71	\$19.21	\$19.72	\$20.25
XC	4	Annual	\$32,380.00	\$33,246.00	\$34,102.00	\$34,976.00	\$35,845.00	\$36,704.00	\$37,562.00	\$38,603.00	\$39,633.00	\$40,694.00	\$41,782.00
		Bi-Wk	\$1,240.62	\$1,273.80	\$1,306.60	\$1,340.08	\$1,373.38	\$1,406.29	\$1,439.16	\$1,479.05	\$1,518.51	\$1,559.16	\$1,600.85
		Daily	\$124.07	\$127.38	\$130.66	\$134.01	\$137.34	\$140.63	\$143.92	\$147.91	\$151.86	\$155.92	\$160.09
		Hourly	\$16.55	\$16.99	\$17.43	\$17.87	\$18.32	\$18.76	\$19.19	\$19.73	\$20.25	\$20.79	\$21.35
XC	5	Annual	\$33,190.00	\$34,102.00	\$35,025.00	\$35,935.00	\$36,844.00	\$37,759.00	\$38,679.00	\$39,739.00	\$40,806.00	\$41,893.00	\$43,018.00
		Bi-Wk	\$1,271.65	\$1,306.60	\$1,341.96	\$1,376.82	\$1,411.65	\$1,446.71	\$1,481.96	\$1,522.57	\$1,563.45	\$1,605.10	\$1,648.20
		Daily	\$127.17	\$130.66	\$134.20	\$137.69	\$141.17	\$144.68	\$148.20	\$152.26	\$156.35	\$160.51	\$164.82
		Hourly	\$16.96	\$17.43	\$17.90	\$18.36	\$18.83	\$19.29	\$19.76	\$20.31	\$20.85	\$21.41	\$21.98
XC	6	Annual	\$34,317.00	\$35,234.00	\$36,144.00	\$36,913.00	\$37,969.00	\$38,883.00	\$39,790.00	\$40,888.00	\$41,978.00	\$43,100.00	\$44,252.00
		Bi-Wk	\$1,314.83	\$1,349.97	\$1,384.83	\$1,414.30	\$1,454.76	\$1,489.78	\$1,524.53	\$1,566.60	\$1,608.36	\$1,651.35	\$1,695.48
		Daily	\$131.49	\$135.00	\$138.49	\$141.43	\$145.48	\$148.98	\$152.46	\$156.66	\$160.84	\$165.14	\$169.55
		Hourly	\$17.54	\$18.00	\$18.47	\$18.86	\$19.40	\$19.87	\$20.33	\$20.89	\$21.45	\$22.02	\$22.61
XC	7	Annual	\$35,329.00	\$36,240.00	\$37,154.00	\$38,063.00	\$38,984.00	\$39,897.00	\$40,811.00	\$41,930.00	\$43,047.00	\$44,200.00	\$45,383.00
		Bi-Wk	\$1,353.61	\$1,388.51	\$1,423.53	\$1,458.36	\$1,493.64	\$1,528.63	\$1,563.64	\$1,606.52	\$1,649.32	\$1,693.49	\$1,738.82
		Daily	\$135.37	\$138.86	\$142.36	\$145.84	\$149.37	\$152.87	\$156.37	\$160.66	\$164.94	\$169.35	\$173.89
		Hourly	\$18.05	\$18.52	\$18.99	\$19.45	\$19.92	\$20.39	\$20.85	\$21.43	\$22.00	\$22.58	\$23.19

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XC	8	Annual	\$37,969.00	\$39,084.00	\$40,211.00	\$41,323.00	\$42,444.00	\$43,562.00	\$44,687.00	\$45,910.00	\$47,138.00	\$48,399.00	\$49,696.00
		Bi-Wk	\$1,454.76	\$1,497.48	\$1,540.66	\$1,583.26	\$1,626.21	\$1,669.05	\$1,712.15	\$1,759.01	\$1,806.06	\$1,854.37	\$1,904.07
		Daily	\$145.48	\$149.75	\$154.07	\$158.33	\$162.63	\$166.91	\$171.22	\$175.91	\$180.61	\$185.44	\$190.41
		Hourly	\$19.40	\$19.97	\$20.55	\$21.12	\$21.69	\$22.26	\$22.83	\$23.46	\$24.09	\$24.73	\$25.39
XC	9	Annual	\$39,137.00	\$40,245.00	\$41,469.00	\$42,633.00	\$43,803.00	\$44,965.00	\$46,146.00	\$47,415.00	\$48,681.00	\$49,982.00	\$51,318.00
		Bi-Wk	\$1,499.51	\$1,541.96	\$1,588.86	\$1,633.45	\$1,678.28	\$1,722.80	\$1,768.05	\$1,816.67	\$1,865.18	\$1,915.02	\$1,966.21
		Daily	\$149.96	\$154.20	\$158.89	\$163.35	\$167.83	\$172.28	\$176.81	\$181.67	\$186.52	\$191.51	\$196.63
		Hourly	\$20.00	\$20.56	\$21.19	\$21.78	\$22.38	\$22.98	\$23.58	\$24.23	\$24.87	\$25.54	\$26.22
XC	10	Annual	\$40,394.00	\$41,622.00	\$42,832.00	\$44,057.00	\$45,277.00	\$46,518.00	\$47,803.00	\$49,115.00	\$50,435.00	\$51,788.00	\$53,179.00
		Bi-Wk	\$1,547.67	\$1,594.72	\$1,641.08	\$1,688.01	\$1,734.76	\$1,782.30	\$1,831.54	\$1,881.81	\$1,932.38	\$1,984.22	\$2,037.51
		Daily	\$154.77	\$159.48	\$164.11	\$168.81	\$173.48	\$178.23	\$183.16	\$188.19	\$193.24	\$198.43	\$203.76
		Hourly	\$20.64	\$21.27	\$21.89	\$22.51	\$23.14	\$23.77	\$24.43	\$25.10	\$25.77	\$26.46	\$27.17
XC	11	Annual	\$41,679.00	\$42,942.00	\$44,221.00	\$45,488.00	\$46,799.00	\$48,134.00	\$49,471.00	\$50,832.00	\$52,187.00	\$53,586.00	\$55,025.00
		Bi-Wk	\$1,596.90	\$1,645.29	\$1,694.30	\$1,742.84	\$1,793.07	\$1,844.22	\$1,895.45	\$1,947.59	\$1,999.51	\$2,053.11	\$2,108.24
		Daily	\$159.69	\$164.53	\$169.43	\$174.29	\$179.31	\$184.43	\$189.55	\$194.76	\$199.96	\$205.32	\$210.83
		Hourly	\$21.30	\$21.94	\$22.60	\$23.24	\$23.91	\$24.59	\$25.28	\$25.97	\$26.67	\$27.38	\$28.11
XC	12	Annual	\$43,028.00	\$44,358.00	\$45,671.00	\$47,045.00	\$48,427.00	\$49,822.00	\$51,203.00	\$52,612.00	\$54,018.00	\$55,462.00	\$56,951.00
		Bi-Wk	\$1,648.59	\$1,699.55	\$1,749.85	\$1,802.50	\$1,855.45	\$1,908.89	\$1,961.81	\$2,015.79	\$2,069.66	\$2,124.99	\$2,182.04
		Daily	\$164.86	\$169.96	\$174.99	\$180.25	\$185.55	\$190.89	\$196.19	\$201.58	\$206.97	\$212.50	\$218.21
		Hourly	\$21.99	\$22.67	\$23.34	\$24.04	\$24.74	\$25.46	\$26.16	\$26.88	\$27.60	\$28.34	\$29.10
XC	13	Annual	\$45,457.00	\$47,129.00	\$48,827.00	\$50,517.00	\$52,211.00	\$53,896.00	\$55,595.00	\$57,124.00	\$58,650.00	\$60,227.00	\$61,840.00
		Bi-Wk	\$1,741.65	\$1,805.71	\$1,870.77	\$1,935.52	\$2,000.43	\$2,064.99	\$2,130.08	\$2,188.66	\$2,247.13	\$2,307.55	\$2,369.35
		Daily	\$174.17	\$180.58	\$187.08	\$193.56	\$200.05	\$206.50	\$213.01	\$218.87	\$224.72	\$230.76	\$236.94
		Hourly	\$23.23	\$24.08	\$24.95	\$25.81	\$26.68	\$27.54	\$28.41	\$29.19	\$29.97	\$30.77	\$31.60
XC	14	Annual	\$47,580.00	\$49,334.00	\$51,082.00	\$52,826.00	\$54,570.00	\$56,319.00	\$58,060.00	\$59,654.00	\$61,253.00	\$62,893.00	\$64,581.00
		Bi-Wk	\$1,822.99	\$1,890.20	\$1,957.17	\$2,023.99	\$2,090.81	\$2,157.82	\$2,224.53	\$2,285.60	\$2,346.86	\$2,409.70	\$2,474.37
		Daily	\$182.30	\$189.02	\$195.72	\$202.40	\$209.09	\$215.79	\$222.46	\$228.56	\$234.69	\$240.97	\$247.44
		Hourly	\$24.31	\$25.21	\$26.10	\$26.99	\$27.88	\$28.78	\$29.67	\$30.48	\$31.30	\$32.13	\$33.00

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XC	15	Annual	\$49,866.00	\$51,667.00	\$53,464.00	\$55,258.00	\$57,058.00	\$58,864.00	\$60,661.00	\$62,331.00	\$63,998.00	\$65,713.00	\$67,470.00
		Bi-Wk	\$1,910.58	\$1,979.58	\$2,048.43	\$2,117.17	\$2,186.14	\$2,255.33	\$2,324.18	\$2,388.17	\$2,452.04	\$2,517.74	\$2,585.06
		Daily	\$191.06	\$197.96	\$204.85	\$211.72	\$218.62	\$225.54	\$232.42	\$238.82	\$245.21	\$251.78	\$258.51
		Hourly	\$25.48	\$26.40	\$27.32	\$28.23	\$29.15	\$30.08	\$30.99	\$31.85	\$32.70	\$33.57	\$34.47
XC	16	Annual	\$52,291.00	\$54,146.00	\$56,003.00	\$57,855.00	\$59,706.00	\$61,563.00	\$63,404.00	\$65,144.00	\$66,889.00	\$68,681.00	\$70,525.00
		Bi-Wk	\$2,003.49	\$2,074.56	\$2,145.71	\$2,216.67	\$2,287.59	\$2,358.74	\$2,429.28	\$2,495.94	\$2,562.80	\$2,631.46	\$2,702.11
		Daily	\$200.35	\$207.46	\$214.58	\$221.67	\$228.76	\$235.88	\$242.93	\$249.60	\$256.28	\$263.15	\$270.22
		Hourly	\$26.72	\$27.67	\$28.61	\$29.56	\$30.51	\$31.45	\$32.40	\$33.28	\$34.18	\$35.09	\$36.03
XC	17	Annual	\$54,883.00	\$56,790.00	\$58,697.00	\$60,600.00	\$62,507.00	\$64,401.00	\$66,320.00	\$68,142.00	\$69,964.00	\$71,837.00	\$73,763.00
		Bi-Wk	\$2,102.80	\$2,175.87	\$2,248.93	\$2,321.84	\$2,394.91	\$2,467.48	\$2,541.00	\$2,610.81	\$2,680.62	\$2,752.38	\$2,826.17
		Daily	\$210.28	\$217.59	\$224.90	\$232.19	\$239.50	\$246.75	\$254.10	\$261.09	\$268.07	\$275.24	\$282.62
		Hourly	\$28.04	\$29.02	\$29.99	\$30.96	\$31.94	\$32.90	\$33.88	\$34.82	\$35.75	\$36.70	\$37.69
XC	18	Annual	\$57,651.00	\$59,606.00	\$61,563.00	\$63,516.00	\$65,459.00	\$67,418.00	\$69,367.00	\$71,275.00	\$73,183.00	\$75,149.00	\$77,171.00
		Bi-Wk	\$2,208.86	\$2,283.76	\$2,358.74	\$2,433.57	\$2,508.01	\$2,583.07	\$2,657.74	\$2,730.85	\$2,803.95	\$2,879.28	\$2,956.75
		Daily	\$220.89	\$228.38	\$235.88	\$243.36	\$250.81	\$258.31	\$265.78	\$273.09	\$280.40	\$287.93	\$295.68
		Hourly	\$29.46	\$30.46	\$31.45	\$32.45	\$33.45	\$34.45	\$35.44	\$36.42	\$37.39	\$38.40	\$39.43
XC	19	Annual	\$60,490.00	\$62,507.00	\$64,515.00	\$66,533.00	\$68,529.00	\$70,540.00	\$72,550.00	\$74,549.00	\$76,540.00	\$78,592.00	\$80,700.00
		Bi-Wk	\$2,317.63	\$2,394.91	\$2,471.84	\$2,549.16	\$2,625.64	\$2,702.69	\$2,779.70	\$2,856.29	\$2,932.57	\$3,011.19	\$3,091.96
		Daily	\$231.77	\$239.50	\$247.19	\$254.92	\$262.57	\$270.27	\$277.97	\$285.63	\$293.26	\$301.12	\$309.20
		Hourly	\$30.91	\$31.94	\$32.96	\$33.99	\$35.01	\$36.04	\$37.07	\$38.09	\$39.11	\$40.15	\$41.23
XC	20	Annual	\$63,573.00	\$65,632.00	\$67,691.00	\$69,745.00	\$71,798.00	\$73,858.00	\$75,917.00	\$78,006.00	\$80,091.00	\$82,238.00	\$84,438.00
		Bi-Wk	\$2,435.75	\$2,514.64	\$2,593.53	\$2,672.23	\$2,750.89	\$2,829.81	\$2,908.70	\$2,988.74	\$3,068.63	\$3,150.89	\$3,235.18
		Daily	\$243.58	\$251.47	\$259.36	\$267.23	\$275.09	\$282.99	\$290.87	\$298.88	\$306.87	\$315.09	\$323.52
		Hourly	\$32.48	\$33.53	\$34.59	\$35.63	\$36.68	\$37.74	\$38.79	\$39.85	\$40.92	\$42.02	\$43.14
XC	21	Annual	\$66,709.00	\$68,821.00	\$70,937.00	\$73,055.00	\$75,171.00	\$77,283.00	\$79,402.00	\$81,582.00	\$83,767.00	\$86,008.00	\$88,312.00
		Bi-Wk	\$2,555.91	\$2,636.82	\$2,717.90	\$2,799.05	\$2,880.12	\$2,961.04	\$3,042.23	\$3,125.75	\$3,209.47	\$3,295.33	\$3,383.61
		Daily	\$255.60	\$263.69	\$271.79	\$279.91	\$288.02	\$296.11	\$304.23	\$312.58	\$320.95	\$329.54	\$338.37
		Hourly	\$34.08	\$35.16	\$36.24	\$37.33	\$38.41	\$39.49	\$40.57	\$41.68	\$42.80	\$43.94	\$45.12

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XC	22	Annual	\$68,529.00	\$71,044.00	\$73,560.00	\$76,063.00	\$78,574.00	\$81,087.00	\$83,595.00	\$85,893.00	\$88,193.00	\$90,557.00	\$92,981.00
		Bi-Wk	\$2,625.64	\$2,722.00	\$2,818.40	\$2,914.30	\$3,010.50	\$3,106.79	\$3,202.88	\$3,290.92	\$3,379.05	\$3,469.62	\$3,562.50
		Daily	\$262.57	\$272.20	\$281.84	\$291.43	\$301.05	\$310.68	\$320.29	\$329.10	\$337.91	\$346.97	\$356.25
		Hourly	\$35.01	\$36.30	\$37.58	\$38.86	\$40.14	\$41.43	\$42.71	\$43.88	\$45.06	\$46.27	\$47.50
XC	23	Annual	\$71,779.00	\$74,399.00	\$77,003.00	\$79,622.00	\$82,238.00	\$84,855.00	\$87,474.00	\$89,872.00	\$92,278.00	\$94,753.00	\$97,293.00
		Bi-Wk	\$2,750.16	\$2,850.54	\$2,950.31	\$3,050.66	\$3,150.89	\$3,251.15	\$3,351.50	\$3,443.38	\$3,535.56	\$3,630.39	\$3,727.71
		Daily	\$275.02	\$285.06	\$295.04	\$305.07	\$315.09	\$325.12	\$335.15	\$344.34	\$353.56	\$363.04	\$372.78
		Hourly	\$36.67	\$38.01	\$39.34	\$40.68	\$42.02	\$43.35	\$44.69	\$45.92	\$47.15	\$48.41	\$49.71
XC	24	Annual	\$75,229.00	\$77,956.00	\$80,676.00	\$83,407.00	\$86,138.00	\$88,860.00	\$91,584.00	\$94,098.00	\$96,619.00	\$99,206.00	\$101,861.00
		Bi-Wk	\$2,882.34	\$2,986.82	\$3,091.04	\$3,195.68	\$3,300.31	\$3,404.60	\$3,508.97	\$3,605.29	\$3,701.88	\$3,801.00	\$3,902.73
		Daily	\$288.24	\$298.69	\$309.11	\$319.57	\$330.04	\$340.46	\$350.90	\$360.53	\$370.19	\$380.10	\$390.28
		Hourly	\$38.44	\$39.83	\$41.22	\$42.61	\$44.01	\$45.40	\$46.79	\$48.08	\$49.36	\$50.68	\$52.04
XC	25	Annual	\$78,897.00	\$81,737.00	\$84,550.00	\$87,383.00	\$90,208.00	\$93,040.00	\$95,860.00	\$98,497.00	\$101,131.00	\$103,839.00	\$106,617.00
		Bi-Wk	\$3,022.88	\$3,131.69	\$3,239.47	\$3,348.01	\$3,456.25	\$3,564.76	\$3,672.80	\$3,773.84	\$3,874.76	\$3,978.51	\$4,084.95
		Daily	\$302.29	\$313.17	\$323.95	\$334.81	\$345.63	\$356.48	\$367.28	\$377.39	\$387.48	\$397.86	\$408.50
		Hourly	\$40.31	\$41.76	\$43.20	\$44.65	\$46.09	\$47.54	\$48.98	\$50.32	\$51.67	\$53.05	\$54.47
XC	26	Annual	\$82,789.00	\$85,717.00	\$88,661.00	\$91,584.00	\$94,518.00	\$97,451.00	\$100,377.00	\$103,136.00	\$105,895.00	\$108,736.00	\$111,649.00
		Bi-Wk	\$3,172.00	\$3,284.18	\$3,396.98	\$3,508.97	\$3,621.38	\$3,733.76	\$3,845.87	\$3,951.58	\$4,057.28	\$4,166.14	\$4,277.74
		Daily	\$317.20	\$328.42	\$339.70	\$350.90	\$362.14	\$373.38	\$384.59	\$395.16	\$405.73	\$416.62	\$427.78
		Hourly	\$42.30	\$43.79	\$45.30	\$46.79	\$48.29	\$49.79	\$51.28	\$52.69	\$54.10	\$55.55	\$57.04
XC	27	Annual	\$86,898.00	\$89,933.00	\$92,969.00	\$95,994.00	\$99,032.00	\$102,059.00	\$105,102.00	\$107,989.00	\$110,877.00	\$113,853.00	\$116,904.00
		Bi-Wk	\$3,329.43	\$3,445.71	\$3,562.04	\$3,677.94	\$3,794.33	\$3,910.31	\$4,026.90	\$4,137.51	\$4,248.17	\$4,362.19	\$4,479.09
		Daily	\$332.95	\$344.58	\$356.21	\$367.80	\$379.44	\$391.04	\$402.69	\$413.76	\$424.82	\$436.22	\$447.91
		Hourly	\$44.40	\$45.95	\$47.50	\$49.04	\$50.60	\$52.14	\$53.70	\$55.17	\$56.65	\$58.17	\$59.73
XC	28	Annual	\$91,287.00	\$94,420.00	\$97,567.00	\$100,709.00	\$103,843.00	\$106,974.00	\$110,106.00	\$113,136.00	\$116,165.00	\$119,281.00	\$122,480.00
		Bi-Wk	\$3,497.59	\$3,617.63	\$3,738.20	\$3,858.59	\$3,978.66	\$4,098.63	\$4,218.63	\$4,334.72	\$4,450.77	\$4,570.16	\$4,692.73
		Daily	\$349.76	\$361.77	\$373.82	\$385.86	\$397.87	\$409.87	\$421.87	\$433.48	\$445.08	\$457.02	\$469.28
		Hourly	\$46.64	\$48.24	\$49.85	\$51.45	\$53.05	\$54.65	\$56.25	\$57.80	\$59.35	\$60.94	\$62.57

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	29	Annual	\$92,164.00	\$95,621.00	\$99,081.00	\$102,540.00	\$105,999.00	\$109,451.00	\$112,912.00	\$116,013.00	\$119,123.00	\$122,312.00	\$125,587.00
		Bi-Wk	\$3,531.19	\$3,663.64	\$3,796.21	\$3,928.74	\$4,061.27	\$4,193.53	\$4,326.14	\$4,444.95	\$4,564.10	\$4,686.29	\$4,811.77
		Daily	\$353.12	\$366.37	\$379.63	\$392.88	\$406.13	\$419.36	\$432.62	\$444.50	\$456.41	\$468.63	\$481.18
		Hourly	\$47.09	\$48.85	\$50.62	\$52.39	\$54.16	\$55.92	\$57.69	\$59.27	\$60.86	\$62.49	\$64.16
XC	30	Annual	\$95,860.00	\$99,418.00	\$102,984.00	\$106,539.00	\$110,095.00	\$113,651.00	\$117,217.00	\$120,439.00	\$123,660.00	\$126,966.00	\$130,361.00
		Bi-Wk	\$3,672.80	\$3,809.12	\$3,945.75	\$4,081.96	\$4,218.20	\$4,354.45	\$4,491.08	\$4,614.53	\$4,737.94	\$4,864.60	\$4,994.68
		Daily	\$367.28	\$380.92	\$394.58	\$408.20	\$421.82	\$435.45	\$449.11	\$461.46	\$473.80	\$486.46	\$499.47
		Hourly	\$48.98	\$50.79	\$52.61	\$54.43	\$56.25	\$58.06	\$59.89	\$61.53	\$63.18	\$64.87	\$66.60
XC	31	Annual	\$99,708.00	\$103,367.00	\$107,031.00	\$110,698.00	\$114,369.00	\$118,028.00	\$121,693.00	\$125,042.00	\$128,382.00	\$131,817.00	\$135,338.00
		Bi-Wk	\$3,820.23	\$3,960.43	\$4,100.81	\$4,241.31	\$4,381.96	\$4,522.15	\$4,662.57	\$4,790.89	\$4,918.86	\$5,050.46	\$5,185.37
		Daily	\$382.03	\$396.05	\$410.09	\$424.14	\$438.20	\$452.22	\$466.26	\$479.09	\$491.89	\$505.05	\$518.54
		Hourly	\$50.94	\$52.81	\$54.68	\$56.56	\$58.43	\$60.30	\$62.17	\$63.88	\$65.59	\$67.34	\$69.14
XC	32	Annual	\$103,703.00	\$107,470.00	\$111,231.00	\$114,991.00	\$118,766.00	\$122,525.00	\$126,299.00	\$129,777.00	\$133,248.00	\$136,812.00	\$140,473.00
		Bi-Wk	\$3,973.30	\$4,117.63	\$4,261.73	\$4,405.79	\$4,550.43	\$4,694.45	\$4,839.05	\$4,972.30	\$5,105.29	\$5,241.84	\$5,382.11
		Daily	\$397.33	\$411.77	\$426.18	\$440.58	\$455.05	\$469.45	\$483.91	\$497.23	\$510.53	\$524.19	\$538.22
		Hourly	\$52.98	\$54.91	\$56.83	\$58.75	\$60.68	\$62.60	\$64.53	\$66.30	\$68.08	\$69.90	\$71.77
XC	33	Annual	\$107,882.00	\$111,753.00	\$115,619.00	\$119,487.00	\$123,356.00	\$127,229.00	\$131,105.00	\$134,712.00	\$138,319.00	\$142,018.00	\$145,822.00
		Bi-Wk	\$4,133.41	\$4,281.73	\$4,429.85	\$4,578.05	\$4,726.29	\$4,874.68	\$5,023.19	\$5,161.38	\$5,299.58	\$5,441.31	\$5,587.05
		Daily	\$413.35	\$428.18	\$442.99	\$457.81	\$472.63	\$487.47	\$502.32	\$516.14	\$529.96	\$544.14	\$558.71
		Hourly	\$55.12	\$57.09	\$59.07	\$61.05	\$63.02	\$65.00	\$66.98	\$68.82	\$70.67	\$72.56	\$74.50
XC	34	Annual	\$112,324.00	\$116,295.00	\$120,275.00	\$124,250.00	\$128,219.00	\$132,199.00	\$136,171.00	\$139,914.00	\$143,662.00	\$147,515.00	\$151,469.00
		Bi-Wk	\$4,303.61	\$4,455.75	\$4,608.24	\$4,760.54	\$4,912.61	\$5,065.10	\$5,217.28	\$5,360.69	\$5,504.30	\$5,651.92	\$5,803.41
		Daily	\$430.37	\$445.58	\$460.83	\$476.06	\$491.27	\$506.51	\$521.73	\$536.07	\$550.43	\$565.20	\$580.35
		Hourly	\$57.39	\$59.41	\$61.45	\$63.48	\$65.51	\$67.54	\$69.57	\$71.48	\$73.40	\$75.36	\$77.38
XC	35	Annual	\$116,937.00	\$121,010.00	\$124,542.00	\$129,168.00	\$133,241.00	\$137,312.00	\$140,848.00	\$144,719.00	\$148,593.00	\$152,570.00	\$156,661.00
		Bi-Wk	\$4,480.35	\$4,636.40	\$4,771.73	\$4,948.97	\$5,105.02	\$5,261.00	\$5,396.48	\$5,544.79	\$5,693.22	\$5,845.60	\$6,002.34
		Daily	\$448.04	\$463.64	\$477.18	\$494.90	\$510.51	\$526.10	\$539.65	\$554.48	\$569.33	\$584.56	\$600.24
		Hourly	\$59.74	\$61.82	\$63.63	\$65.99	\$68.07	\$70.15	\$71.96	\$73.94	\$75.91	\$77.95	\$80.04

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	36	Annual	\$121,800.00	\$125,977.00	\$130,163.00	\$134,343.00	\$138,529.00	\$142,707.00	\$146,885.00	\$150,927.00	\$154,966.00	\$159,113.00	\$163,371.00
		Bi-Wk	\$4,666.67	\$4,826.71	\$4,987.09	\$5,147.25	\$5,307.63	\$5,467.71	\$5,627.78	\$5,782.65	\$5,937.40	\$6,096.29	\$6,259.43
		Daily	\$466.67	\$482.68	\$498.71	\$514.73	\$530.77	\$546.78	\$562.78	\$578.27	\$593.74	\$609.63	\$625.95
		Hourly	\$62.23	\$64.36	\$66.50	\$68.63	\$70.77	\$72.91	\$75.04	\$77.11	\$79.17	\$81.29	\$83.46
XC	37	Annual	\$126,851.00	\$131,144.00	\$135,439.00	\$139,742.00	\$144,039.00	\$148,335.00	\$152,630.00	\$156,825.00	\$161,020.00	\$165,325.00	\$169,750.00
		Bi-Wk	\$4,860.20	\$5,024.68	\$5,189.24	\$5,354.10	\$5,518.74	\$5,683.34	\$5,847.90	\$6,008.63	\$6,169.35	\$6,334.30	\$6,503.84
		Daily	\$486.02	\$502.47	\$518.93	\$535.41	\$551.88	\$568.34	\$584.79	\$600.87	\$616.94	\$633.43	\$650.39
		Hourly	\$64.81	\$67.00	\$69.19	\$71.39	\$73.59	\$75.78	\$77.98	\$80.12	\$82.26	\$84.46	\$86.72
XC	38	Annual	\$132,090.00	\$136,481.00	\$140,889.00	\$145,283.00	\$149,676.00	\$154,074.00	\$158,474.00	\$162,825.00	\$167,183.00	\$171,656.00	\$176,251.00
		Bi-Wk	\$5,060.92	\$5,229.16	\$5,398.05	\$5,566.40	\$5,734.72	\$5,903.22	\$6,071.81	\$6,238.51	\$6,405.48	\$6,576.86	\$6,752.92
		Daily	\$506.10	\$522.92	\$539.81	\$556.64	\$573.48	\$590.33	\$607.19	\$623.86	\$640.55	\$657.69	\$675.30
		Hourly	\$67.48	\$69.73	\$71.98	\$74.22	\$76.47	\$78.71	\$80.96	\$83.19	\$85.41	\$87.70	\$90.04
XC	39	Annual	\$137,580.00	\$142,080.00	\$146,583.00	\$151,095.00	\$155,593.00	\$160,225.00	\$164,599.00	\$169,122.00	\$173,651.00	\$178,300.00	\$183,077.00
		Bi-Wk	\$5,271.27	\$5,443.68	\$5,616.21	\$5,789.09	\$5,961.42	\$6,138.89	\$6,306.48	\$6,479.78	\$6,653.30	\$6,831.42	\$7,014.45
		Daily	\$527.13	\$544.37	\$561.63	\$578.91	\$596.15	\$613.89	\$630.65	\$647.98	\$665.33	\$683.15	\$701.45
		Hourly	\$70.29	\$72.59	\$74.89	\$77.19	\$79.49	\$81.86	\$84.09	\$86.40	\$88.72	\$91.09	\$93.53
XC	40	Annual	\$143,317.00	\$147,911.00	\$152,517.00	\$157,110.00	\$161,706.00	\$166,307.00	\$170,907.00	\$175,603.00	\$180,307.00	\$185,142.00	\$190,101.00
		Bi-Wk	\$5,491.08	\$5,667.09	\$5,843.57	\$6,019.55	\$6,195.64	\$6,371.92	\$6,548.17	\$6,728.09	\$6,908.32	\$7,093.57	\$7,283.57
		Daily	\$549.11	\$566.71	\$584.36	\$601.96	\$619.57	\$637.20	\$654.82	\$672.81	\$690.84	\$709.36	\$728.36
		Hourly	\$73.22	\$75.57	\$77.92	\$80.27	\$82.61	\$84.96	\$87.31	\$89.71	\$92.12	\$94.59	\$97.12
XC	41	Annual	\$149,308.00	\$154,016.00	\$158,726.00	\$163,441.00	\$168,149.00	\$172,854.00	\$177,562.00	\$182,446.00	\$187,328.00	\$192,341.00	\$197,488.00
		Bi-Wk	\$5,720.62	\$5,901.00	\$6,081.46	\$6,262.11	\$6,442.50	\$6,622.76	\$6,803.15	\$6,990.27	\$7,177.32	\$7,369.39	\$7,566.60
		Daily	\$572.07	\$590.10	\$608.15	\$626.22	\$644.25	\$662.28	\$680.32	\$699.03	\$717.74	\$736.94	\$756.66
		Hourly	\$76.28	\$78.68	\$81.09	\$83.50	\$85.90	\$88.31	\$90.71	\$93.21	\$95.70	\$98.26	\$100.89
XC	42	Annual	\$155,530.00	\$160,351.00	\$165,171.00	\$169,966.00	\$174,791.00	\$179,607.00	\$184,422.00	\$189,495.00	\$194,565.00	\$199,769.00	\$205,112.00
		Bi-Wk	\$5,959.01	\$6,143.72	\$6,328.40	\$6,512.11	\$6,696.98	\$6,881.50	\$7,065.98	\$7,260.35	\$7,454.60	\$7,653.99	\$7,858.70
		Daily	\$595.91	\$614.38	\$632.84	\$651.22	\$669.70	\$688.15	\$706.60	\$726.04	\$745.46	\$765.40	\$785.87
		Hourly	\$79.46	\$81.92	\$84.38	\$86.83	\$89.30	\$91.76	\$94.22	\$96.81	\$99.40	\$102.06	\$104.79

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	43	Annual	\$162,133.00	\$167,046.00	\$171,959.00	\$176,863.00	\$181,779.00	\$186,684.00	\$191,587.00	\$196,861.00	\$202,127.00	\$207,535.00	\$213,090.00
		Bi-Wk	\$6,212.00	\$6,400.23	\$6,588.47	\$6,776.37	\$6,964.72	\$7,152.65	\$7,340.50	\$7,542.57	\$7,744.33	\$7,951.54	\$8,164.37
		Daily	\$621.20	\$640.03	\$658.85	\$677.64	\$696.48	\$715.27	\$734.05	\$754.26	\$774.44	\$795.16	\$816.44
		Hourly	\$82.83	\$85.34	\$87.85	\$90.36	\$92.87	\$95.37	\$97.88	\$100.57	\$103.26	\$106.03	\$108.86